

**CULTURAL CENTER OF THE PHILIPPINES
PERFORMANCE APPRAISAL**

As part of the annual submission to the Governance Commission for Government Owned and Controlled Corporation, and for the continual improvement of the Board of Trustees, a performance appraisal shall be conducted consisting of the following:

Self Appraisal	20% - by the Board
Board and Committee Appraisal	45% - by Management
Peer Appraisal	35% - by the Board

The 5-point scale response to the questions are:

- 1 - Strongly disagree
- 2 - Disagree
- 3 - Neutral
- 4 - Agree
- 5 - Strongly agree

I. SELF APPRAISAL

- To be accomplished by the Members of the Board of himself/herself.

No.	Question	Rating					Comments
		1	2	3	4	5	
1	Do I actively participate in Board meetings?						
2	Do I scrutinize and analyze key agenda items for Board meetings ahead of time?						
3	Do I think and act independently in all my decisions as a member of the Board of Trustees?						
4	Do I speak up on critical matters requiring objective opinion even if my views differ from the norm?						
5	Do I know the role of the Board in strategy formulation, analysis and implementation, and the distinction from that of management?						
6	Do I fully reveal conflicts of interest?						
7	When potential or actual conflicts of interest are found, do I abstain from participating or voting?						
8	Do I have a good record of Board and committee meeting attendance?						
9	Am I always punctual for Board and committee meetings?						
10	Do I seek additional knowledge relevant to my function as a Board?						

II. BOARD AND COMMITTEE APPRAISAL

- Appraisal of the Board of Trustees to be accomplished by the members of Management (VP, DM, Secretariat)

No.	Question	Ratings					Comments
		1	2	3	4	5	
1	Does the Board understand the difference between its role and that of management?						
2	Are the number and length of Board meetings appropriate?						
3	Are the subjects and issues discussed in Board meetings of major importance?						
4	Does the Chairman conduct the meeting in a respectful manner that ensures open communication and meaningful participation?						
5	Have Board Committees been set up, and are they functioning properly, at least by meeting regularly, following the written charters specified for their duties?						
6	Are members of the Board Committees independent in their actions and contributions as they discharge their Committee duties?						
7	Does the Committee ensure that comments/suggestions by Management are taken and incorporated in the Board Committee report to the Board?						
8	Does the Committee clearly understand its reporting and coordinating relationship with Management?						
9	Does the Board Member refrain from activities that render them guilty of conflict of interest?						
10	Does the Board Member observe the Code of Conduct and Ethical Standards for Government Employees?						

III. PEER APPRAISAL

- Appraisal of a board member of his/her fellow board member.

No.	Question	Rating					Comments
		1	2	3	4	5	
1	He/she displays a thorough understanding of the mandate of the Center.						
2	He/she can communicate thoughts, ideas, and opinions on issues being discussed.						
3	He/she ensures that he/she has no conflict of interest on issues confronting the Center.						
4	He/she can speak up on critical matters requiring objective opinion even if his/her views differ from others.						
5	He/she can listen with an open mind and be sensitive to other opinions without compromising independent position.						

6	He/she demonstrates integrity and high ethical standards and is respectful to other Trustees and Management at all times.						
7	He/she manifests full knowledge of facts and issues on matters being deliberated during Board and Committee meetings and is willing to make tough decisions.						
8	He/she is diligent and faithful in attending board and committee meetings of which he/she is a member.						
9	He/she knows trends and external factors affecting the Center's operations and strategic plans.						
10	He/she supports/cooperates with the Center's innovative programs.						



APPRAISAL OF THE 2024 CCP BOARD OF TRUSTEES

From: **Corporate Secretary** <ccpcorpsec@culturalcenter.gov.ph>

Date: Thu, Feb 13, 2025 at 4:03 PM

Subject: BOT APPRAISAL

To:

Dear All,

In compliance with the annual submission to the Governance Commission for Government-Owned and Controlled Corporations (GCG) and to support the continuous improvement of the Board of Trustees, a performance appraisal will be conducted. To facilitate this process, we have prepared a Google Form, which can be accessed via the link below:

<https://docs.google.com/forms/d/e/1FAIpQLSeUB1niNYKZqrmiV5iWFfHmivHylajdhTC1UliuYhnpPnzF3A/viewform?usp=sharing>

We kindly request your participation in completing this form **on or before Friday, 14 February 2025**, to allow us sufficient time to collate the results. Your cooperation and timely response are highly appreciated, as this assessment plays a crucial role in strengthening governance and accountability within the Board.

Thank you for your attention and continued support.

Best regards,

2024 SELF APPRAISAL FORM

From: **Corporate Secretary** <ccpcorpsec@culturalcenter.gov.ph>

Date: Tue, Feb 4, 2025 at 4:45 PM

Subject: 2024 SELF APPRAISAL FORM FOR BOARD MEMBERS

To: Krischelle Matas <krischelle.matas-malabanan@culturalcenter.gov.ph>

Dear Trustees,

In compliance with the **annual submission** to the **Governance Commission for Government-Owned and Controlled Corporations (GCG)** and to support the **continuous improvement** of the **Board of Trustees**, a **performance appraisal** will be conducted. To facilitate this process, we have prepared a **Google Form**, which can be accessed via the link below:

<https://docs.google.com/forms/d/1i5KCrDeGWZ7y41j2qjFv2tXL3Z3uM7lhHrBK89SUJLw/edit>

We kindly request your participation in completing this form **on or before Friday, 14 February 2025**, to allow us sufficient time to collate the results. Your **cooperation and timely response** are highly appreciated, as this assessment plays a crucial role in strengthening governance and accountability within the Board.

Thank you for your attention and continued support.

Best regards,

2024 PEER APPRAISAL FORM FOR BOT- xxx

From: **Corporate Secretary** <ccpcorpsec@culturalcenter.gov.ph>

Date: Tue, Feb 4, 2025 at 5:48 PM

Subject: 2024 PEER APPRAISAL FORM FOR CHAIRMAN JAIME C. LAYA

To:

Dear Trustees,

In compliance with the **annual submission** to the **Governance Commission for Government-Owned and Controlled Corporations (GCG)** and to support the **continuous improvement** of the **Board of Trustees**, a **performance appraisal** will be conducted. This evaluation will consist of three components: **Self-Appraisal (20%)**, **Board and Committee Appraisal (45%)**, and **Peer Appraisal (35%)**.

To facilitate this process, we have prepared a **Google Form for the Peer Appraisal of Chairman Jaime Laya**, which can be accessed through the link below:

<https://docs.google.com/forms/d/1EjFrz2iP0LP9abVyjmEHq0JiRBIE8zymUtRuiqSUTOM/edit>

We kindly request your participation in completing this form **on or before Friday, 14 February 2025**, to allow us sufficient time to collate the results. Your cooperation and timely response are highly appreciated, as this assessment plays a crucial role in strengthening governance and accountability within the Board.

Thank you for your attention and continued support.

Best regards,

Krischelle Matas

From: **Corporate Secretary** <ccpcorpsec@culturalcenter.gov.ph>

Date: Tue, Feb 4, 2025 at 5:55 PM

Subject: 2024 PEER APPRAISAL FOR VICE CHAIR FLOIRENDO

To:

Dear Trustees,

In compliance with the **annual submission** to the **Governance Commission for Government-Owned and Controlled Corporations (GCG)** and to support the **continuous improvement** of the **Board of Trustees**, a **performance appraisal** will be conducted. This evaluation will consist of three components: **Self-Appraisal (20%)**, **Board and Committee Appraisal (45%)**, and **Peer Appraisal (35%)**.

To facilitate this process, we have prepared a **Google Form for the Peer Appraisal of VICE CHAIR FLOIRENDO**, which can be accessed through the link below:

https://docs.google.com/forms/d/1NbU_D6ccxXI8GZoJUDrZEXXuG9WqusjKsDO7qJQ91kU/edit

We kindly request your participation in completing this form **on or before Friday, 14 February 2025**, to allow us sufficient time to collate the results. Your cooperation and timely response are highly appreciated, as this assessment plays a crucial role in strengthening governance and accountability within the Board.

Thank you for your attention and continued support.

Best regards,

Krischelle Matas

From: **Corporate Secretary** <ccpcorpsec@culturalcenter.gov.ph>

Date: Tue, Feb 4, 2025 at 6:00 PM

Subject: 2024 PEER APPRAISAL FORM FOR VICE CHAIR COSCOLLUELA

To:

Dear Trustees,

In compliance with the **annual submission** to the **Governance Commission for Government-Owned and Controlled Corporations (GCG)** and to support the **continuous improvement** of the **Board of Trustees**, a **performance appraisal** will be conducted. This evaluation will consist of three components: **Self-Appraisal (20%)**, **Board and Committee Appraisal (45%)**, and **Peer Appraisal (35%)**.

To facilitate this process, we have prepared a **Google Form for the Peer Appraisal of VICE CHAIR COSCOLLUELA**, which can be accessed through the link below:

<https://docs.google.com/forms/d/1g0uNzufUK7fRd2Q4Mf1QChbkmOwa8w5flig0RPbZF54/edit>

We kindly request your participation in completing this form **on or before Friday, 14 February 2025**, to allow us sufficient time to collate the results. Your cooperation and timely response are highly appreciated, as this assessment plays a crucial role in strengthening governance and accountability within the Board.

Thank you for your attention and continued support.

Best regards,

Krischelle Matas

From: **Corporate Secretary** <ccpcorpsec@culturalcenter.gov.ph>

Date: Tue, Feb 4, 2025 at 6:10 PM

Subject: 2024 PEER APPRAISAL FORM FOR PRESIDENT TINGA

To:

Dear Trustees,

In compliance with the **annual submission** to the **Governance Commission for Government-Owned and Controlled Corporations (GCG)** and to support the **continuous improvement** of the **Board of Trustees**, a **performance appraisal** will be conducted. This evaluation will consist of three components: **Self-Appraisal (20%)**, **Board and Committee Appraisal (45%)**, and **Peer Appraisal (35%)**.

To facilitate this process, we have prepared a **Google Form for the Peer Appraisal of PRESIDENT TINGA**, which can be accessed through the link below:

https://docs.google.com/forms/d/1DmsZ_A9zSW-5MsPwAH_kVS1yQ1Fb7IRH31oR8hQF73w/edit

We kindly request your participation in completing this form **on or before Friday, 14 February 2025**, to allow us sufficient time to collate the results. Your cooperation and timely response are highly appreciated, as this assessment plays a crucial role in strengthening governance and accountability within the Board.

Thank you for your attention and continued support.

Best regards,

Krischelle Matas

From: **Corporate Secretary** <ccpcorpsec@culturalcenter.gov.ph>

Date: Tue, Feb 4, 2025 at 6:13 PM

Subject: 2024 PEER APPRAISAL FORM FOR TRUSTEE DUQUE

To:

Dear Trustees,

In compliance with the **annual submission** to the **Governance Commission for Government-Owned and Controlled Corporations (GCG)** and to support the **continuous improvement** of the **Board of Trustees**, a **performance appraisal** will be conducted. This evaluation will consist of three components: **Self-Appraisal (20%)**, **Board and Committee Appraisal (45%)**, and **Peer Appraisal (35%)**.

To facilitate this process, we have prepared a **Google Form for the Peer Appraisal of TRUSTEE DUQUE**, which can be accessed through the link below:

<https://docs.google.com/forms/d/1bZAdgBjhx5QKqLQGzGF0aY7MvYW95KONMpO4RKIJNY/edit>

We kindly request your participation in completing this form **on or before Friday, 14 February 2025**, to allow us sufficient time to collate the results. Your cooperation and timely response are highly appreciated, as this assessment plays a crucial role in strengthening governance and accountability within the Board.

Thank you for your attention and continued support.

Best regards,

Krischelle Matas

From: **Corporate Secretary** <ccpcorpsec@culturalcenter.gov.ph>

Date: Tue, Feb 4, 2025 at 6:18 PM

Subject: 2024 PEER APPRAISAL FORM FOR TRUSTEE GONZALEZ

To:

Dear Trustees,

In compliance with the **annual submission** to the **Governance Commission for Government-Owned and Controlled Corporations (GCG)** and to support the **continuous improvement** of the **Board of Trustees**, a **performance appraisal** will be conducted. This evaluation will consist of three components: **Self-Appraisal (20%)**, **Board and Committee Appraisal (45%)**, and **Peer Appraisal (35%)**.

To facilitate this process, we have prepared a **Google Form for the Peer Appraisal of TRUSTEE GONZALEZ**, which can be accessed through the link below:

https://docs.google.com/forms/d/10prqe979xE6fKBF_rLeYFcQ9aB1z8vdmrw3RqBo0zhl/edit

We kindly request your participation in completing this form **on or before Friday, 14 February 2025**, to allow us sufficient time to collate the results. Your cooperation and timely response are highly appreciated, as this assessment plays a crucial role in strengthening governance and accountability within the Board.

Thank you for your attention and continued support.

Best regards,

Krischelle Matas

From: **Corporate Secretary** <ccpcorpsec@culturalcenter.gov.ph>

Date: Tue, Feb 4, 2025 at 6:22 PM

Subject: 2024 PEER APPRAISAL FORM FOR TRUSTEE DEL MUNDO

To:

Dear Trustees,

In compliance with the **annual submission** to the **Governance Commission for Government-Owned and Controlled Corporations (GCG)** and to support the **continuous improvement** of the **Board of Trustees**, a **performance appraisal** will be conducted. This evaluation will consist of three components: **Self-Appraisal (20%)**, **Board and Committee Appraisal (45%)**, and **Peer Appraisal (35%)**.

To facilitate this process, we have prepared a **Google Form for the Peer Appraisal of TRUSTEE DEL MUNDO**, which can be accessed through the link below:

https://docs.google.com/forms/d/11CmEs7GIPvns_etsqVToOndaGriLXEfigJSJpmRAQPg/edit

We kindly request your participation in completing this form **on or before Friday, 14 February 2025**, to allow us sufficient time to collate the results. Your cooperation and timely response are highly appreciated, as this assessment plays a crucial role in strengthening governance and accountability within the Board.

Thank you for your attention and continued support.

Best regards,

Krischelle Matas

From: **Corporate Secretary** <ccpcorpsec@culturalcenter.gov.ph>

Date: Tue, Feb 4, 2025 at 6:32 PM

Subject: 2024 PEER APPRAISAL FORM FOR TRUSTEE CONSUNJI

To:

Dear Trustees,

In compliance with the **annual submission** to the **Governance Commission for Government-Owned and Controlled Corporations (GCG)** and to support the **continuous improvement** of the **Board of Trustees**, a **performance appraisal** will be conducted. This evaluation will consist of three components: **Self-Appraisal (20%)**, **Board and Committee Appraisal (45%)**, and **Peer Appraisal (35%)**.

To facilitate this process, we have prepared a **Google Form for the Peer Appraisal of TRUSTEE CONSUNJI**, which can be accessed through the link below:

<https://docs.google.com/forms/d/1hCaau5h5mX2cdK7uxlC9S8tBDblKRdP5hFC7FpAl2Gs/edit>

We kindly request your participation in completing this form **on or before Friday, 14 February 2025**, to allow us sufficient time to collate the results. Your cooperation and timely response are highly appreciated, as this assessment plays a crucial role in strengthening governance and accountability within the Board.

Thank you for your attention and continued support.

Best regards,

Krischelle Matas

From: **Corporate Secretary** <ccpcorpsec@culturalcenter.gov.ph>

Date: Tue, Feb 4, 2025 at 6:34 PM

Subject: 2024 PEER APPRAISAL FORM FOR TRUSTEE VELASCO

To:

Dear Trustees,

In compliance with the **annual submission** to the **Governance Commission for Government-Owned and Controlled Corporations (GCG)** and to support the **continuous improvement** of the **Board of Trustees**, a **performance appraisal** will be conducted. This evaluation will consist of three components: **Self-Appraisal (20%)**, **Board and Committee Appraisal (45%)**, and **Peer Appraisal (35%)**.

To facilitate this process, we have prepared a **Google Form for the Peer Appraisal of TRUSTEE VELASCO**, which can be accessed through the link below:

<https://docs.google.com/forms/d/1RvQX7R-oQ2WEc358PWNIDpM7ckhR0WHbjx9rc08O9H4/edit>

We kindly request your participation in completing this form **on or before Friday, 14 February 2025**, to allow us sufficient time to collate the results. Your cooperation and timely response are highly appreciated, as this assessment plays a crucial role in strengthening governance and accountability within the Board.

Thank you for your attention and continued support.

Best regards,

Krischelle Matas

From: **Corporate Secretary** <ccpcorpsec@culturalcenter.gov.ph>

Date: Tue, Feb 4, 2025 at 6:36 PM

Subject: 2024 PEER APPRAISAL FORM FOR TRUSTEE DEL PILAR

To:

Dear Trustees,

In compliance with the **annual submission** to the **Governance Commission for Government-Owned and Controlled Corporations (GCG)** and to support the **continuous improvement** of the **Board of Trustees**, a **performance appraisal** will be conducted. This evaluation will consist of three components: **Self-Appraisal (20%)**, **Board and Committee Appraisal (45%)**, and **Peer Appraisal (35%)**.

To facilitate this process, we have prepared a **Google Form for the Peer Appraisal of TRUSTEE DEL PILAR**, which can be accessed through the link below:

<https://docs.google.com/forms/d/1K7Kbjt40ijLBymLPkElzUJukumAqCXw0ngXUm65BL9s/edit>

We kindly request your participation in completing this form **on or before Friday, 14 February 2025**, to allow us sufficient time to collate the results. Your cooperation and timely response are highly appreciated, as this assessment plays a crucial role in strengthening governance and accountability within the Board.

Thank you for your attention and continued support.

Best regards,

Krischelle Matas